

## Future People – Managing Talent Risk

5 December 2019 (Thursday)

### Introduction

Talent risk is set to increase as globalisation and demographic changes, in addition to technological transformation, take hold across the banking sector. As leaders of banks, board of directors should stay ahead of the curve and take the lead to prepare their banks for the imminent skills and talent management needs.

As technology is eliminating physical and virtual boundaries and increasing connectivity, banks must innovate and evolve to compete for top talents who are becoming more diverse and mobile. Bank leaders need to adopt a more agile approach to talent management as fewer people are entering the labour market. Virtual recruitment, sharing society and collaborative economy will create unprecedented challenges for the banking sector in terms of training and recruitment.

With a view to embracing these changes, this seminar will provide directors with insights and recommendations on people strategy and talent management skills.

### Contents

This seminar will look into the future of banking and answer the following talent questions most relevant to bank directors:

- What are the most sought-after **future skills**?
- How can banks **compete for top talents** when employees are increasingly attracted to purpose-led and socially progressive institutions?
- How can bank leaders **manage the demographic dip and an increasingly global and diverse workforce** effectively?
- What are the **qualities and capabilities of future board members and senior executives** essential for banks to take advantage of the people and business changes?
- What are the **latest talent management practices** and greatest predictors of success?
- How will **business models** change as the lines between job roles and skills become increasingly blurred?
- What are the **costs** of losing the talent competition?

### Speakers

#### Paul SMITH Advisor, CFA Institute

Paul serves as Advisor at the CFA Institute. He joined CFA Institute in 2012 as Managing Director for Asia Pacific, overseeing its expansion into China and India. He later assumed the leadership of its Institutional Partnerships division, which is responsible for engagement with key firms, groups, and associations in the global investment industry. He was appointed President and CEO in January 2015.

#### Peter OUTRIDGE Partner, Head of People & Change Advisory, KPMG China

Peter sits on KPMG's Global People & Change Steering Committee and leads KPMG's Global Organisation Design for Performance Community of Practice. He specialises in transformational change with deep expertise in Organisational Design, Change Management, HR Transformation and Talent Management.

### Target Participants

The programme targets

- Board of Directors of **Als incorporated in Hong Kong** and
- Chief Executives / Alternate Chief Executives of **all Als**

\* **This is also a core seminar of the on-boarding programme for Independent Non-Executive Directors appointed in 2018 and 2019. Their participation is anticipated.**

\* **Limited seats. Early enrollment is recommended.**

### Seminar Details

**HKIB CPD / SFC CPT / PWMA OPT / ECF CPD - 1.5 Hours**

Date	: 5 December 2019 (Thursday)
Time	: 9:00 am – 10:30 am (with breakfast starting at 8:30 am)
Venue	: Island Ballroom, Island Shangri-La, Hong Kong Pacific Place, Supreme Road, Central, Hong Kong
Language	: English
Fee	: HK\$3,000 per participant
Enrolment	: By Fax at (852) 2682 0218 or By Email to <a href="mailto:project@hkib.org">project@hkib.org</a>
Enquiry	: (852) 2153 7818 / (852) 2153 7858



Please complete in English

### Registration Future People – Managing Talent Risk

No	Surname	First Name	Position <small>(Should be consistent with the record maintained with the HKMA)</small>	E-mail Address <small>(Confirmation e-mail will be sent one week before course commencement)</small>
<small>(Same as ID Card)</small>				
1			<input type="checkbox"/> Executive Director* <input type="checkbox"/> Non-executive Director <input type="checkbox"/> Independent Non-executive Director <input type="checkbox"/> Others^: _____	
2			<input type="checkbox"/> Executive Director* <input type="checkbox"/> Non-executive Director <input type="checkbox"/> Independent Non-executive Director <input type="checkbox"/> Others^: _____	
3			<input type="checkbox"/> Executive Director* <input type="checkbox"/> Non-executive Director <input type="checkbox"/> Independent Non-executive Director <input type="checkbox"/> Others^: _____	
4			<input type="checkbox"/> Executive Director* <input type="checkbox"/> Non-executive Director <input type="checkbox"/> Independent Non-executive Director <input type="checkbox"/> Others^: _____	
5			<input type="checkbox"/> Executive Director* <input type="checkbox"/> Non-executive Director <input type="checkbox"/> Independent Non-executive Director <input type="checkbox"/> Others^: _____	
6			<input type="checkbox"/> Executive Director* <input type="checkbox"/> Non-executive Director <input type="checkbox"/> Independent Non-executive Director <input type="checkbox"/> Others^: _____	

\* If you also hold other executive positions, e.g. CEO, COO, please also specify under "Others".

^Please specify position and department.

Bank name: \_\_\_\_\_

Contact Person (if applicable)

Name : \_\_\_\_\_ Position : \_\_\_\_\_

E-mail : \_\_\_\_\_ Contact No : \_\_\_\_\_



Please complete in English

### Payment Method

Cheque / e-cheque\* made payable to "The Hong Kong Institute of Bankers"

Amount : HK\$ \_\_\_\_\_ Cheque no. \_\_\_\_\_

\* For **Cheque**,  
please mail to: **The Hong Kong Institute of Bankers, 3/F., Guangdong Investment Tower, 148 Connaught Road Central, Hong Kong**

\* For **e-Cheque**,  
please state the **programme code** under "remarks" and **email together with the completed registration form to [project@hkib.org](mailto:project@hkib.org)**

Credit Card : VISA / Master

Amount : HK\$ \_\_\_\_\_

Card Holder Name : \_\_\_\_\_ Signature : \_\_\_\_\_

Card No. : \_\_\_\_\_ Expiry Date : \_\_\_\_\_ (mm/yy)

### Terms and Conditions

1. Payment is due at the time of enrolment. All fees paid are non-refundable and non-transferrable. Refund is only applicable to rejected enrolment.
2. Enrolment is subject to approval. We reserve the right to reject an enrolment at any time.
3. Enrolment result will be sent by e-mail at least 1 week prior to the course commencement.
4. HKIB will issue the "Certificate of Attendance" to participants who have complied with the "[HKIB Attendance Policy](#)". The Certificate will be mailed to the corresponding address within 1 month after completion of the programme.
5. We reserve the right to cancel, modify and/or postpone the course due to unforeseen circumstances.
6. The information given and personal data collected will only be used for the purpose of administration and communication by the Institute.
7. For the adverse weather arrangements, please refer to the confirmation e-mail or HKIB's website ([www.hkib.org](http://www.hkib.org)).

